CLAIMS

1. Procedure for controlling and optimizing a process, in which various initial information based on pre-determined
5 criteria is collected, **characterized** in that, at least two different types of initial information is collected, and that a scale is determined so that a comparison value is created on the basis of the collected initial information is compared with the scale and the process is controlled on the basis of
10 the comparison value to attain a optimized result.

2. Procedure as defined in claim 1, **characterized** in that, at least two different types of initial information is collected, and a probability (T) for means of achieving a result of the
15 followed process is created based on the collected initial information is created and that the process is controlled on the basis of the created probability to attain an optimized result.

20 3. Procedure as defined in claim 1 or 2, **characterized** in that, a segment of line (P), the length of which indicates the initial information's value in relation to a predetermined maximum value (I_{max}), is formed based on the first collected initial information, and in that, an angle value (S) is
25 created based on the second collected initial information, and in that the segment of line (P) and the angle value (S) are combined so that the formed segment of line (P) is situated on a predetermined equidistant scale forming a 180° angle, to an angle corresponding the angle value (S) so that, the first end
30 of the segment of line (P) is situated at the zero point (O) of the scale.

4. Procedure as defined in claim 1, 2 or 3, **characterized** in that, the length of the mentioned scale's radius (R) is scaled

by multiplying the pre-determined maximum value (I_{max}) with the number of the segments of line (P) of the sample.

5. Procedure as defined in claim 4, **characterized** in that,
5 based on the length and on angle value (S) of all the segments of line (P) in the sample, a balanced probability (T_K) describing the attaining of a desired result for the mentioned process is formed.

10 6. Procedure as defined in any of the above claims, **characterized** in that, the lengths and directions of the segments of line (P) and the balanced probability (T_K) describing the attaining of a result are presented graphically so that they are viewable with the aid of user interface (3),
15 WAP-browser or corresponding.

7. Procedure as defined in any of the above claims, **characterized** in that, a segment of line (P) is formed from, as initial information collected potential representing a
20 person's work ability; and in that an angle value (S) is formed from a commitment value collected as a second initial information and representing a person's commitment degree, which are combined and the created personal probability is balanced taking the entire sample in consideration so that, a
25 balanced probability (T_K) for means to attain set goal is attained as a result, and in that the collecting of the initial information and the forming of the balanced probability (T_K) are done continuously.

30 8. Arrangement for controlling and optimizing a process, which arrangement is adjusted to collect various, on pre-determined criteria based initial information, and which arrangement has a user interface (2,3,5) to collect initial information and database means (4) to save the collected initial information

characterized in that, the arrangement includes a equidistant scale and calculating means, such as analyzer (6), which is adapted to place segments of line (P) corresponding to saved initial information on the mentioned scale on an angle

5 corresponding to the saved angle values (S), and in that the analyzer is adapted to calculate a probability (T) with which the result of a process is attainable.

9. Arrangement as defined in claim 8, **characterized** in that,

10 the arrangement has means, such as, question and follow-up user interface (3) or corresponding to graphically represent the lengths and directions of the segments of line (P) and the balanced probability (T_K) describing attaining a result.

15 10. Arrangement as defined in claim 8 or 9, **characterized** in that, the arrangement has means to represent the lengths and directions of the segments of line (P) and the balanced probability (T_K) describing attaining a result with the aid of a WAP-browser or corresponding.